



## ARTISTIC DIRECTOR 2027 - ROLE DESCRIPTION AND SKILLS

Nairn Book and Arts Festival is an annual celebration of the arts, deeply embedded in our Highland community, with a reputation for producing a unique and innovative programme of cultural events, giving a platform to authors, musicians, artists and performers from across Scotland and the wider UK, while nurturing the local creative community.

**Now in its 23rd year, the Festival is seeking an experienced Artistic Director to deliver the 2027 festival (28th August – 5th September) and take this highly regarded, popular, and well-loved annual event forward into 2027 and beyond.**

**You:** We are looking for an experienced Artistic Director, senior events professional or arts practitioner ready to take their next step into a leadership role. You will need to be a confident, highly organised individual with a senior events management background, who thrives in a dynamic environment, is comfortable making decisions independently and can adapt quickly when plans change. You will bring calm, practical leadership to busy periods, competing priorities and the inevitable challenges of delivering a live arts festival. You are a team player with a track record in organising and delivering multiple events, experienced in fundraising, with excellent communication skills, and are a people person with a passion for the arts and community-focused events. You will be expected to manage a Festival budget that is circa £150k+.

This is an **exciting time in the Festival organisation's development** as we look to innovate the festival programme, such as with co-creative 'Community Ventures', new multi-year funding opportunities and seeking to increase our outreach programme, as well as carrying on with providing a yearly programme, reflective of strategic themes.

We are in the process of future-proofing our Festival Strategy and forward plans, and therefore this is the ideal time to join and **help shape the future of the festival**, including moving towards Multi-Year and/or more stable funding arrangements.

Although we are looking for an experienced artistic director or senior events manager, we would also welcome applications from arts professionals who aspire to grow into such a role, in the near future, with support from the existing team and in line with our Festival 'Values and Vision'.



**Key skills we are looking for:**

- **Takes ownership and makes things happen** - you are self-motivated, proactive and confident working independently, while knowing when to bring others in.
- **Leads with confidence and empathy** - you can confidently navigate a variety of conversations and build trust with funders, stakeholders, board members, volunteers, and the public.
- **Thinks strategically** - you can see the bigger picture while also understanding what needs to happen on the ground to turn ideas into reality.
- **Is an enthusiastic public face for the Festival** - you can confidently advocate for the Festival, communicate its vision and build support for its future.
- **Has a passion for the arts and community** - you have a proven track record of working in the arts and/or understand the value of an ambitious cultural programme that is rooted in and accessible to its local community.

**Freelance, part-time contract averaging 20 hours a week.** 12 months initially from start date, with the potential to extend based on agreed mutual terms.

Expectations are that the **hybrid working pattern** includes a period each month to be spent in Nairn engaging with stakeholders and holding face-to-face meetings. Duration is open to negotiation, but is likely to average at least, four working days, per month.

**Application deadline:** 5.00pm 23rd Oct 2026, with interviews ongoing in November.

**Remuneration is based on 0.6 of a full-time equivalent salary of £30-45k, based on experience.**

**TO APPLY:** please send a covering letter, not more than 2 sides of A4, showing evidence that you have the essential/desirable qualities for the role, along with your CV to [info@nairnfestival.co.uk](mailto:info@nairnfestival.co.uk), also answering the following clarifications:-

- Please offer a proposal for hybrid working and attendance in Nairn for key activities.
- If you have existing work commitments, how you would accommodate existing commitments.
- Any financial concerns you have regarding the package being offered.
- If support or mentoring is required for the candidate to develop into this role, please provide a summary of what you believe that would entail.